

## **Attachment XII PROTOCOL FOR TRAINERS**

### **Functional Improvement Scale**

The Functional Improvement Scale (FISC) does not require state approved competent trainers and will not be addressed in this protocol.

### **Neuromotor Impairment Severity Scale**

The following protocol will be used by county Neuromotor Impairment Severity Scale (NISS) trainers effective March 2004. This protocol will assure statewide quality assurance of the NISS evaluation, interpretation, and data collection performed by county Medical Therapy Program (MTP) staff. The Chief/Supervising Therapist shall assure the county's compliance with the MTP Outcome Measurement Tools; e.g. NISS and the Functional Improvement Scale (FISC) in consultation with the CCS State team.

The Chief/Supervising Therapist of each NISS trained county will identify at least one occupational therapist (OT) and one physical therapist (PT) NISS trainer for the county. These therapists are required to complete the following criteria prior to becoming competent NISS county trainers:

- Complete a self-study of NISS training materials provided by the State that includes written guidelines, training video, Frequently Asked Questions and Power Point Presentation.
- Submit a (VHS tape) videotape\* of themselves conducting the complete NISS on two clients and the corresponding NISS data sheets to the State team to the attention of:

Kerren Brown, OTR  
State CCS Therapy Consultant  
Southern California Regional Office  
311 South Spring Street, Suite 01-11  
Los Angeles, CA 90013

- The VHS tape must be labeled:

INITIAL THERAPIST COMPETENCY TAPE	
Therapist Name	Child Name
County	MTU
Submission Date	

- A member of the State team will review each video\*.

- The State reviewer will return the videotape\* to the therapist with a statement that the therapist is competent NISS examiner or request the therapist to practice and resubmit another videotape\*.
- The NISS examiner will then instruct and observe another therapist in the use of NISS. When the NISS examiner determines that the trainee is competent, a videotape\* of the trainee performing the complete NISS on two clients with the NISS examiner acting as the coach is to be submitted with the corresponding NISS data sheets to the State Team to the attention of:

Kerren Brown, OTR  
 State CCS Therapy Consultant  
 Southern California Regional Office  
 311 South Spring Street, Suite 01-11  
 Los Angeles, CA 90013

- The VHS\* videotape must be labeled:

INITIAL TRAINER COMPETENCY TAPE

Trainer Name	Therapist Name
Child Name	Submission Date
County	MTU

- A member of the State team will review each therapist's videotape\* and provide feedback as to the trainer's teaching methods for the NISS.
- The State reviewer will return the videotape\* to NISS examiner with a statement that the therapist is a competent NISS trainer or request the NISS examiner to practice and resubmit another videotape.
- An approved county NISS trainer will then be responsible for instructing, observing, and determining the competency of county staff therapists in the performance, interpretation, and data collection of the NISS. It is optional, but recommended by the State, to videotape each staff therapist employed by the county for the purpose of trainer to trainee feedback regarding their techniques/decision making.
- Six competency areas will be used to determine that a staff therapist is a competent NISS examiner; e.g. Setup & Equipment, Instruction to Child, Techniques of Testing the Child, Decision Making, Analysis of Child's Response, Calculation. The NISS trainer must observe and document that the individual therapist consistently understands and demonstrates correct NISS evaluation procedures using the NISS Reviewer Comment Form.

- The NISS Reviewer Comment Form shall be returned to the therapist with a copy sent to the Chief/Supervising Therapist.

Each county NISS trainer must keep an ongoing log identifying each therapist determined to be a competent NISS examiner. This log shall contain the NISS trainer's name, therapist(s) name, discipline, date of observation, and date of competency determination.

Beginning fiscal year 2004-05 and each July thereafter, the Chief/Supervising Therapist will submit to the State team, a list of all county staff therapists currently employed who are competent NISS examiners and trainers each year. This list will identify the therapist name, discipline, NISS trainer, and the date of competency determination. From these lists submitted by the NISS trained counties, the State team will select a small sample of staff therapists throughout the State and request the NISS examiner(s) to send a videotape\* performing the complete NISS on two children and their corresponding data sheets. If the State Team determines that there are significant errors, the county NISS trainer will be asked to review the videotape with the therapist and coach the therapist until able to demonstrate competency.

The county NISS trainers will serve as the local resource for questions and issues regarding the NISS and be the NISS liaison with the State team. NISS trainers will participate in statewide teleconferences with the State team at least once a year for consultation and updating of NISS materials and resources.

As necessary the county Chief/Supervising Therapist shall identify new NISS trainers. Previously determined NISS trainers can determine competency of potential new NISS trainers. From the annual list of competent NISS trainers, the State team may randomly request videotapes of new NISS trainers for review and comment.

As the county MTP assumes the responsibility for competency of NISS examiners and trainers, any disagreements shall be referred to the State team for review and final determination.

\* The purpose of the State videotape review is to give feedback in the six areas of competency, monitor competency of staff therapists and NISS trainers, provide an opportunity for the staff therapist to ask questions specific to a single child, and save travel expenses for the State team.